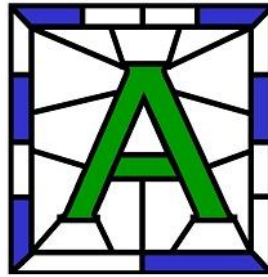


Cowal Peer Independent Advocacy Worker Personal Specification

Job Description and Personal Specification



POST TITLE: Peer Independent Advocacy Worker for the **Recovery Advocacy Project (RAP) Cowal**

SALARY: £16375- £17969

Contract: Until 31st March '27

HOURS: 20 hours

REPORTS TO: Advocacy Practice Lead

LOCATION: Hybrid post, based in Cowal with home working and in person meetings with clients across the Cowal area.

Qualification and job purpose

Lomond and Argyll Advocacy service are looking for a person who has experience of alcohol or substance use, either;

- Personally, and in recovery
- Awareness through a family member or friend
- Working knowledge of substance and alcohol dependency issues

This is a part-time post and will focus on continuing to improve access to independent advocacy and other local supports for people impacted by alcohol or substance issues. The post will also provide rights based *peer* advocacy in line with the Scottish Governments Strategy: *Rights, Respect and Recovery*.

This post requires the successful candidate to apply for membership of the PVG Scheme.

This will be achieved by:

- Undertaking relevant learning and development on a Rights Based Approach in Independent Advocacy
- Working with individuals in line with the Scottish Independent Advocacy Alliance standards and principles.
- Working within the aims of LAAS
- Managing your workload efficiently in accordance with the policies and procedures of LAAS
- Working as an individual, but also as part of a team
- Developing your skills by identifying opportunities for learning
- Promoting and raising awareness of LAAS and its work across Argyll and Bute with a focus on ensuring awareness within services and communities in the Cowal area.
- A working knowledge of Windows Office 365 including Sharepoint.
- Sending and receiving emails and using a range of digital platforms
- Delivering rights based independent advocacy
- Monitoring progress towards specific project targets and outcomes
- Using and developing existing networking techniques to create links with appropriate individuals and groups (statutory and voluntary) to raise awareness of Independent Advocacy

Self-management

The postholder will:

- Take responsibility for implementing policies, procedures and protocols of LAAS into your daily work.
- Take responsibility for personal safety in and out of the office according to LAAS procedures.
- Adhere to the code of practice for independent advocates as stated by the Scottish Independent Advocacy Alliance and LAAS policy.
- Fully participate in your supervision, team meetings and reflective practice sessions.
- Take ownership of your own learning and development.
- Undertake any other duties as reasonably requested by the line manager or member of the leadership team.
- Will work flexibly to the changing demands of the role.

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CATEGORY	ESSENTIAL	DESIRABLE
EXPERIENCE AND UNDERSTANDING	Experience and understanding of the challenges people with substance or alcohol issues face. Knowledge and understanding of the Rights, Respect and Recovery Strategy (Scottish Government 2018) An understanding of working in social care or health sectors and knowledge and experience of Independent Advocacy Experience of working, volunteering or supporting people who face barriers and discrimination through disability, illness or life circumstances. An understanding of the Principles, Standards & Code of Best Practice of Independent Advocacy Knowledge of multi-agency networking within Health and Social Care Partnership, and other third sector organisations.	Previous advocacy experience Understanding of: • Mental Health (Care & Treatment) (Scotland) Act 2003 • Adults with Incapacity (Scotland) Act 2000 • 13za • Adult Support & Protection (Scotland) Act 2007 • Carers (Scotland) Act 2016 • National Care Standards • MAT Standards
GENERAL SKILLS	Effective communication skills, both written and oral Good standard of IT skills and a willingness to learn new systems of work. The ability to manage own case load, good time management and organisational skills. Motivated, enthusiastic, flexible & committed to human rights, inclusion and challenging discrimination.	Knowledge of Sharepoint, Outlook and Microsoft

INDEPENDENT TRAVEL	Current Driving Licence and access to a vehicle	
INTERPERSONAL SKILLS	Good interpersonal skills including: Ability to work in a team Sensitivity/empathy to the needs of others Ability to prioritise work load and demonstrate good time management Ability to liaise with professionals at all levels in a respectful manner while remaining focussed on ensuring client's rights are upheld and their voices heard. Ability to work with people who are experiencing challenges with engagement or difficulty in communicating due to barriers in society. Proactive approach to dealing with issues Listening Skills Non-judgmental	